UNITED NATIONS

CEDAW

Convention on the Elimination of All Forms of Discrimination against Women

Distr.
GENERAL

CEDAW/C/DEN/4
10 February 1997

ORIGINAL: ENGLISH

COMMITTEE ON THE ELIMINATION OF
DISCRIMINATION AGAINST WOMEN
(CEDAW)

CONSIDERATION OF REPORTS SUBMITTED BY STATES PARTIES UNDER ARTICLE 18 OF THE CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN

Fourth periodic reports of States parties

DENMARK*

* This document has been reproduced as received.

For the initial report submitted by the Government of Denmark, see CEDAW/C/5/Add.22; for its consideration by the Committee, see CEDAW/C/SR.66 and 72, and Official Records of the General Assembly, Forty-first Session, Supplement No. 45 (A/41/45), paras. 32-68. For the second periodic report submitted by the Government of Denmark, see CEDAW/C/13/Add.14; for its consideration by the Committee, see CEDAW/C/SR.182 and Official Records of the General Assembly, Forty-sixth Session, Supplement No. 38 (A/46/38), paras. 250-276. For the third periodic report submitted by the Government of Denmark, see CEDAW/C/DEN/3.

97-26791 (E) 140598

/...

Contents

INTRODUCTION 4

CHAPTER 1: THE FRAMEWORK FOR EQUALITY WORK 6
Foundation 6
Constitution and Legislation 6
National Policy 7
Equality Bodies and Temporary Means 9
Priorities 10
Special Issues 11

CHAPTER 2: WOMEN IN PUBLIC LIFE 12
Political Rights and Participation 12
Participation in Public Services 14
Representing the Government 15
Citizenship 15

CHAPTER 3: WOMEN AND EDUCATION 17
Access to Education 17
Elementary School 17
Higher Secondary Education and Vocational Training 18
Further and Higher Education 19

CHAPTER 4: WOMEN AND EMPLOYMENT 21
The Situation in the Labour Market 21
Employment Opportunities 22
Equal Remuneration 23
Equal Treatment 24
Social Support Services 26

CHAPTER 5: OTHER LEGAL AND SOCIAL EFFORTS 28
Health Problems and Provisions 28
Violence 29
Family Life 30

...

COMMENTS by Danish Women's NGO's 32
National Council of Women in Denmark 32
Danish Women's Society 39

ANNEXES 43

1: Act on Equal Opportunities between Men and Women 43
2: Consolidation Act on Equal Treatment of Men and Women as regards Access to Employment, Maternity Leave etc. 45
3: Consolidation Act on Equal Pay to Men and Women 54
4: Act on Equality in Appointing Members to Public Committees 58
5: Act on Equal Opportunities between Men and Women at the Occupation of Certain Executive Board Positions in the Public Administration 59

/...

TABLES 60

1: Elected and politically appointed women and men. 60
2: Percentage of women and men in the three public spheres 61
3: Total number of students of further education and percentage distribution on women and men 62
4: Distribution of women and men in the age group 20-66 years according to highest level of completed education 63
5: Total number and percentage of women and men attending public courses in adult education 1993/94 64
6: Employed persons according to sex and occupation, 1980 and 1994 65
7: Average personal income according to type of income, sex and age 66
8: Percentage of children per age group registered in day-care institutions, day-care in private homes and leisure-time arrangements at school 67
9: Distribution of women and men on leave in the first quarter of 1995 67
10: Age group distribution for women and men in 1960, 1995 and 2030 (prognosis) 68
11: Expected remaining life time for women and men at the age of 25 years 69

INTRODUCTION

The Convention on the Elimination of All Forms of Discrimination Against Women adopted by the United Nations' General Assembly on December 18, 1979, entered into force in Denmark on May 21, 1983. According to rules Denmark submitted its first report for consideration by the Committee on the Elimination of Discrimination against Women, CEDAW, in 1984, the second one in 1988, and, slightly delayed, the third periodic report in early 1993. The third report on the implementation of the Convention has not yet been considered by CEDAW.

These three reports were presentations of the legislative and institutional framework in which the equality efforts are carried out in Denmark. The problems identified and the progress made by Danish institutions in order to fulfill the obligations of the Convention were also described in detail.

The present and fourth report therefore primarily introduces the most important gender issues as crystallized through the continuous debate at different levels in the Danish society, especially as part of the preparatory and the follow-up discussions on the Platform for Action from the Fourth World Conference on Women in 1995 and other UN-conferences in the 1990's. It further updates the information given in the third report as to changes in legislation and other measures that have been carried out to implement the articles of the Convention since 1993.

For the sake easy reference the present report has been structured in the same way as the previous and third one which means that each chapter corresponds to one of the parts in which the Convention is divided, except for the articles on education and employment which are discussed in separate chapters. As usual Danish women's NGOs were invited to comment on the report. The comments can to be found at the end of the report.

Looking back over the years since the first reporting the understanding of the gender equality work has developed from being a mere question of creating a proper legislation to a matter of bringing about a change in attitudes through communication of proper information; from focusing on the eradication of all forms of discrimination against women to the acknowledgment of women as indispensable partners in economic and social development on equal terms with men; and from being a women's issue and fight only to the wish of establishing a positive atmosphere of cooperation between women and men in order to obtain a just and fair society in which girls and boys, women and men are treated equally.

The responsibility for the implementation of the obligations laid down in the articles of the Convention rests with the government, but could not be accounted for without the participation of the many institutions, organizations, groups and individuals engaged in the problem of gender equality. The issue is regularly brought into focus by debates in the Danish parliament, Folketinget, by appeals or inquiries from non-governmental organizations, especially women's groups, organizations and networks, and by cooperation between researchers and the media. The aim is to enlarge the circle of actors by making the private sector and individuals in both the public and the private sector feel responsible to the obligations of the Convention and the Platform for Action.

The Beijing Declaration states that women's rights are human rights, and that equal rights, opportunities and access to resources, equal sharing of responsibilities for the family by men and women, and a harmonious

partnership between them are critical to their well-being and that of their families as well as to the consolidation of democracy. The declaration further requires national and international commitment to advance equality in the 12 critical areas identified in the Platform for Action as particularly important for the achievement of the goals.

The Platform for Action also comprises the principle of mainstreaming gender perspectives into legislation, policy development and planning, and calls on governments to review and if possible improve the effectiveness of national machineries for the advancement of women.

In March 1996, the government - in follow-up of the Fourth World Conference on Women - established a committee to consider changes in the organization of the gender equality work and to suggest priorities for activities to be carried out in Denmark's follow-up both at the national and the international level. The government will support this development work in the area of gender equality by granting the committee the necessary time, scope and resources for the task.

In April 1996 Folketinget had a debate on the plans and programmes for the follow-up based on information given by the ministries on the current status of their equality work as evaluated against the recommendations of the Platform for Action. The present report to CEDAW is worked out on the background of the ministerial reports supplemented by the most recent developments as regards legislation, information activities and other measures taken to advance the gender equality work in Denmark.

CHAPTER 1: THE FRAMEWORK FOR EQUALITY WORK

Article 1

Foundation

Denmark's gender equality policy is developed with the aim of avoiding any distinction, exclusion or restriction made on the basis of sex and of ensuring that women and men have the same rights, obligations and opportunities in all areas of society. This involves not only formal equality through legislation, but also the implementation of measures to make sure that equality exists in practice.

The work on women's issues carried out by the United Nations, the European Union and the Nordic Council of Ministers influences the Danish efforts to obtain a gender balanced society. Likewise, Denmark's international development cooperation with countries in the South is inspired by the discussions and recommendations on women in development and gender aspects in international fora as well as in the EU and OECDs Development Assistance Committee. At the same time Denmark contributes to the discussions held in these fora with ideas and experiences.

Documents from international conferences, and today especially the Platform for Action from Beijing 1995, form the basis for the current legal, preventive and protective action for gender equality, for monitoring the work and for planning new strategies, priorities and measures. Denmark also agrees to the principle of mainstreaming a gender perspective in all policies and programmes, and to base its legislative work on analyses made of the effects on women and men, respectively.

Article 2

Constitution and Legislation

As already mentioned in the third report Denmark's **Constitution** of 1953 embodies the principle of equal treatment of women and men, and there are still no plans to include specific equality provisions.

The **law complex** specifically on equality is composed of five parliamentary acts of which the Equal Treatment Act has been amended since the last reporting. The full texts of the five acts are to be found in annex 1-5.

The acts are:

Act on **Equal Opportunities between Men and Women** ("Equal Status Act") of 1978 established the Equal Status Council. It was amended in 1988, and again by act no. 374 of May 20, 1992. It explicitly states that its aim is to further equality between the sexes. (Annex 1)

Act on **Equal Pay to Men and Women** ("Equal Pay Act") which was originally adopted in 1976, amended in 1986 and 1989, and again by act no.374 of May 20,1992. It states that any employer who employs men and women shall grant them equal remuneration, including equal pay conditions, for the same work or for work of equal value. The actual wording of the act is attached as Consolidation Act on Equal Pay to Men and Women (Annex 2).

Act on **Equal Treatment of Men and Women as regards Access to Employment, Maternity Leave etc.** ("Equal Treatment Act") which has been in effect since 1978. It was amended in 1984, 1989, 1990, and again by act no 412 and 416 of June 1, 1994. It protects both men and women against discrimination in relation to employment, parental leave and other important and relevant matters at the labour market. The actual wording of the act is attached as Consolidation Act on **Equal Treatment of Men and Women as regards Access to Employment, Maternity Leave etc.** (Annex 3).

Act on **Equality of Men and Women in Appointing Members of Public Comittees etc.** no. 157 of April 24,1985. It states that public boards and committees established by a minister shall have a balanced composition of men and women (Annex 4).

Act on **Equal Opportunities between Men and Women at the Occupation of certain Executive Board Positions in the Public Administration** no. 427 of June 13,1990. It states that all authorities in the civil service directed by boards, councils or other collective management ought to have a balanced composition of men and women (Annex 5).

Details on the implementation of the equality acts and other de jure and de facto measures influencing the work for equality will be discussed in the relevant chapters.

The Danish law complex on equality is not applicable in the Faroe Islands and Greenland as equality issues are encompassed by the home rule of the Faroe Islands and Greenland.

Article 3

National Policy

Denmark's national policy on gender equality is developed in a continuous interaction between the government, the Danish parliament Folketinget, the Equal Status Council and the non-governmental organizations.

Up till now the most important initiative to ensure the full development and advancement of women has been the **national plan of action** which was presented to Folketinget in 1987. It identifies areas of discrimination of women as well as strategies to be applied in public life in order to guarantee women their rights to full equality with men.

Observations on the first plan period were given in Denmark's third report to CEDAW. The second plan period was reviewed by the Equal Status Council in 1993. Recommendations on priorities, on new strategies and measures, on reporting by public authorities, and on initiatives towards counties and municipalities were made and presented to Folketinget on April 28, 1994.

As an outcome of the debate Folketinget called on the government to make sure that the equality work be intensified as regards the formulation of plans of action in all government institutions including targets for a more balanced gender distribution in the management group, and the promotion of equality on municipal and county working places; that a better balance between working life and family life for both sexes be obtained including the promotion of fathers' use of the various leave arrangements; and that efforts be intensified to secure equal pay for work of equal value.

As a follow-up on the debate in Folketinget the Minister of the Interior met with the Equal Status Council and representatives of counties and municipalities with a view to encouraging the efforts of local authorities towards the advancement of equality at work places in the municipalities and the counties.

In May 1995 Folketinget adopted amendments of the statutes for local authorities. These are now spelled out in act no. 380 of June 14, 1995 which entered into force on September 1, 1995. The act lays an obligation upon the municipalities and the counties to work out reports on gender equality aspects in staff conditions and to publish the results within the local community at least every second year. Further details on relevant amendments to the statutes are to be found in chapter 2.

The Equal Status Council has published guidelines on how to prepare a plan of action for gender equality.

The third plan period of the national plan of action is being evaluated at the moment. The foundation for the evaluation is analyses of the yearly reports that public authorities submit to the Equal Status Council. All ministries have been specifically asked also to report on the initiatives they have taken to advance equality aspects in the Danish society. The results will be presented to Folketinget by the end of 1996. It is expected that all governmental institutions by then have finalized their plans of action including target figures.

Details on efforts to secure equal pay and on leave arrangements and other initiatives to achieve a better balance between working life and family life will be given in chapter 4.

The experiences gained from Denmark's participation in the Fourth World Conference on Women and the national and international **follow-up on the Platform for Action** might be the most important guidelines for a future national policy on gender equality.

In May 1995 Folketinget had the opportunity to discuss the preparation of the conference. There was a great majority for a Danish contribution to the negotiations on the action programme that supported women's human, reproductive and sexual rights.

The Platform for Action encourages governments to review objectives, programmes and operational procedures in their work for the advancement of women. In March 1996 the Prime Minister therefore established a committee to consider the organization and the priorities of the future gender equality work. The mandate of the committee states that many problems are already solved, but also that there are tasks ahead which might demand amendments to the actual content and administration of the law complex on equality.

On April 25, 1996, Folketinget discussed a government report and had a debate questioning the initiatives taken by the ministries to comply with the recommendations of the Platform for Action. Folketinget encouraged the government to present a full report on the implementation of the Platform for Action in the 1997/1998 session, and to mainstream the gender perspective in administrative, political and planning activities both at the national and the international level.

Folketinget further encouraged the government to seek to ensure that the women's conferences of the United Nations be continued in the year 2000 and onwards and to consider positively the recommendations of the newly appointed committee on equality. It looked forward to a motion for a reorganized and revitalized institution for gender equality, and to proposals giving priority to the cooperation with and among NGO's in countries of the North, the South and the East.

Details on specific activities mentioned in the governmental report upon which the debate was based will be given in the relevant chapters.

Article 4

Equality Bodies and Temporary Means

The responsibility for fulfilling the articles of the Convention rests with the government, its ministries and the Equal Status Council under the Prime Minister's Office. However, the modest results in certain areas and the intensified attention on gender perspectives in connection with the Platform for Action has made it clear that the sense of responsibility for obtaining de facto equality between men and women must be developed to a much higher degree in the private sector and in individuals - be they men or women - in both the public and the private sector.

New ideas, strategies and measures are needed, and the above mentioned committee on the future equality work in Denmark therefore comprises representatives of institutions and organizations from various corners of society. Both men's and women's organizations, and a man and a woman representing youths' organizations are members. The committee has also been asked to consult equality institutions in the Nordic countries, relevant research institutions, and experts with special knowledge on gender equality matters.

The **Equal Status Council** is the key actor in the follow-up on the Convention and the Platform for Action and has two main fields of action: 1) The monitoring of legislation, and the formulation and implementation of the action plans of public authorities; 2) the initiation and implementation of specific programmes and projects in order to ensure the de facto advancement of women.

After the debate in Folketinget in 1994 the Equal Status Council strengthened its counselling work through the establishment of a consultancy service to guide and initiate activities in both the public and the private labour market.

The Equal Status Council has developed a database on decisions taken by the Council.

By the end of 1994 the Equal Status Council set up a think tank on men with the aim of launching a debate on the development of men's roles in the society, of making their position visible in the gender equality work, and of formulating their interests in and proposals for the future equal status policy. Unfortunately the think tank decided to discontinue its work in 1995 finding that the funds which the Council could make available for their activities were insufficient. However, the Council has included some of the ideas and projects of the think tank in its 1996-programme.

In 1992 the financial contribution to the Council amounted to DKK 4.5 mio. The budget for 1996 is DKK 7.4 mio. The daily work is carried out by a Secretariat of 14 employees, which is a substantial increase in staff members since the last reporting.

Another forum is the **Committee on International Equality Affairs** which follows the internationale equality work, including the work towards the next UN Conference on Women, with a view to propose Danish initiatives in the United Nations, the European Community, the Council of Europe, the Nordic Council of Ministers and other relevant fora. The committee discusses Denmark's international follow-up on the Platform for Action, and it closely observes the gender equality work in all parts of the United Nations. From 1993 it acted

as the Danish preparatory committee for the women's conference 1995, until a specific governmental committee took over.

Continuous interaction is established between the public authorities and the Danish women's and men's **non-governmental organizations** for instance in the above mentioned equality bodies. Some of the organizations were also represented on the Danish delegation to the Beijing-conference.

In connection with the national reporting to the conference the most relevant women's organizations were asked to express their views on the equality work carried out by Denmark at the national and international level. Note has been taken of their critical remarks. No doubt the women's organizations participating in the NGO Forum will also influence the coming gender equality debate through ideas brought back from this international meeting.

The National Council of Women in Denmark edited and published a report on Danish NGOs' participation in the United Nation's Fourth World Conference and the NGO Forum.

The women's organizations often contribute to the presentation of the work to the Danish general public. The Danish Women's Society, in 1993, produced an educational kit on the Convention on the Elimination of All Forms of Discrimination against Women to be used for debate and public information purposes. The translation into Danish of Denmark's third report to CEDAW and the production of the kit was supported financially by the Ministry of Foreign Affairs and the Ministry of Education.

Temporary special measures can be taken using the paragraphs of the act on equal treatment, if it aims at gender balance for instance in research programmes, committees or staff groups. There is no automatic and unqualified preferential position for women, even if they constitute less than 50% of the group. Decisions on use of temporary special measures are to be taken on the basis of concrete estimates and as part of an overall planning for equality. Details on concrete cases of such measures are to be found in chapter 3 and 4.

Article 5

Priorities

In order to modify the social and cultural patterns prohibiting a de facto equality in the Danish society and to eliminate prejudices and customary practices based on the idea of women's inferiority the Equal Status Council and various authorities and organizations have developed priorities which guide the work and form basis for the necessary strategies.

The basic philosophy acting on all equality efforts is that women and men should control their own life and be able to obtain the same positions and influence in all fields of the Danish society. Active initiatives and information are therefore preferred to protective measures.

Priority areas at the moment are:

- the situation in the labour market with the problems of equal remuneration and harmonization of working life and family life. Important tasks are to render visible any discrimination of women as regards wage formation, equal treatment, equal pay statistics and pension, and to advance men's use of the existing leave schemes;

- the follow-up on the Fourth World conference on Women. The principle of mainstreaming and observations made within the 12 critical areas of the Platform for Action will be considered when planning programmes and projects. The Ministry of Foreign Affairs has published a report on the conference, and the Equality Status Council has published a popular edition of the Platform for Action;

- the national plan of action and plans of action for all public authorities including the county and munipality level. Specific problem areas are increase in the percentage of women in public management, the production of concrete and operational plans, and annual statements comprising reports on on-going initiatives and planned activities for instance in legislation;

- international cooperation at the United Nations, the European and the Nordic level as well as development cooperation with countries in the South. A key area is to establish coherence between what is resolved under the auspices of the United Nations and the gender equality work at the European, Nordic and national level as well as within the development cooperation work;

- enlargement of the circle of actors. It is important to involve men and young people of both sexes more actively in the gender equality debate.

It has to be noted that priorities might change as a result of the future work of the newly established committee for gender equality.

Article 6

Special Issues

Trafficking in women and sexual exploitation are acts of gender-based violence which are not acceptable in Denmark.

There are no rules or provisions which specifically make **trafficking in women** a criminal offence, but it might be punishable under the Danish Act of Aliens as people smuggling (para 59, section 3) or under the Criminal Code as loss of liberty (para 261, section 2), as pimping and a kind of brothel activity (para 228 and 229), or as fraud (para 279).

Attention to the issue has increased considerably since the last reporting. As a follow-up on the Platform of Action some non-governmental women's organizations have included the problem in their agenda. Also the media have brought certain individual cases including foreign women into focus, but police investigations did not provide any foundation for charging the accused.

Prostitution per se is not an illegal act, but it is a punishable offence under the Criminal Code to tempt any person into prostitution and to live on the earnings of prostitution.

CHAPTER 2: WOMEN IN PUBLIC LIFE

Article 7

Political Rights and Participation

Danish women and men enjoy the same political rights, as both groups have the right to vote and are eligible for local government and parliament bodies as well as for elections to the European Parliament. Still, these governing bodies are to a higher or lower degree composed of a majority of men indicating that women might not participate in the political life on equal terms with men.

During the latest decade there has been a positive development in women's participation and success in the **elections for local government and parliament bodies**. The quota of women elected to these bodies are as follows:

Local government elections

	1985	1989	1993
Municipalities	23.7%	26.4%	29.6%
Counties	28.6%	29.0%	29.0%

The gender balance within the group of first-time elected members to the municipality councils in 1993 is slightly better, as 31.4% of these were women.

There seems to be a certain stagnation as to elections to the county councils, and the nomination for political top posts at both levels do not correspond very well to the result of the general elections as only 9.5% of the mayors at the municipality level are women. At the county level 21.4% of the mayors are women.

Parliamentary elections

1984	1988	1990	1994
26.9%	31.4%	33.0%	33.7%

In the government formed after the parliamentary elections in September 1994, 7 out of 20 ministers or 35% were women which corresponds well to the participation of women in the parliament.

Elections for the European Parliament

1984	1989	1994
38.0%	38.0%	43.8%

Compared with the other member countries the Danish women had a very succesful election, and they are topping the list of women's representation in the European parliament.

The Danish representative on the European Commission is a woman.

The representation of women on the elected bodies is thus very close to or just above the socalled critical number of a 30% representation which is seen as a key limit for real influence as a group. However, at the same time new and often subtle processes seem to develop, sometimes leading to a displacement of the power centers.

The process of decentralization might for instance influence both the decision making and the distribution of resources, especially in the areas comprising everyday life of families and individual citizens. It is therefore very important that women are represented on all boards and in the management at the various local levels to the same degree as men. Their newly gained position in the central power centers also has to be secured and enlarged, so they participate in these fora on equal terms with men.

In order to make their influence marked and visible Danish women participating in the political life have developed **new strategies** as cooperation across party alignments, establishment of informal networks, and preparation of a data bank on women experts to be used primarily by politicians, public authorities and the media.

As part of **legislative efforts** to obtain a more gender and age balanced composition of municipality councils Folketinget has adopted amendments of the statutes for local authorities (act no. 380 of June 14, 1995 - ref. chapter 1).

The act states that members of local councils with children under ten years of age living at home have a right to a supplementary payment of DDK 10,000 to cover expenses for child care etc. The act also endows the right to be absent from work and to be protected against dismissal when carrying out duties as a member of local councils. It is expected that the provisions will promote the participation of young women in political work at local level.

The Danish equality legislation (ref. Chapter 1) is meant to actively influence the appointment of women to permanent or temporary **boards, councils, commissions or committees** established at the central or local level in order to advise ministers, mayors and their administrations.

According to reports from the ministries to the Equality Status Council women constituted 33.8% of the members in temporary public committees in 1995. In 25.9% of these committees women were chairpersons. The same year women constituted 19.3% of the members of permanent committees, and in 14% of these the chairpersons were women. The average percentage of women in all public committees etc. was 27.7, which is an improvement from 1993 when the percentage was 25.3.

Figures from 1994 show that in boards of the civil service women constituted 29.2% of the total number of members. This is an increase of 5.1% since the act was put into force in 1990.

It seems especially difficult to make private organizations suggest both a man and a woman when asked to nominate a candidate for a public committee. In order to improve the situation some ministries have refused to appoint members from the organizations until these have nominated an equal number of men and women for their seat(s). Other ministries have shortened the appointment period to put pressure on organizations.

However, problems might still arise when central authorities appoint members to public committees. In 1995 the Minister of Foreign Affairs established an institute for external affairs, but no woman was appointed to the board. The Equal Status Council found that there had been suitable women candidates and called on the minister to consider the gender balance of the board when appointing new members in the coming years.

Campaigning and other information activities are important when encouraging women to take part in political work. In 1995 the Equal Status Council especially focused on the European Union and gender equality by arranging debates and publishing a newspaper, but in years of local elections the Council also takes initiatives to create a better gender balance in the governmental bodies.

Most information work is carried out by political parties and non-governmental organizations, the participation in which is in itself another way to contribute to political work. Denmark is a country with a large number of associations and groups working among other things with gender issues, but especially the Danish National Council of Women and the Danish Women's Society are actively involved in the work of influencing the appointment of women to public committees, and of encouraging and preparing women for participation in politics.

Participation in Public Services

In the public administrative system the staff is classified in wage groups ranging from 5-42. Professional staff belongs to wage group 31-34 and executive staff to wage group 35-42.

As a whole women are not well represented in the higher **wage groups** of the public services, neither at central nor at local level, and especially not at the top level of wage groups 39-42. Wage group 35 in which women constitute the highest percentage as compared to other wage groups among the executive staff comprises some newly established positions as special consultants, but it has to be noted that these new positions are often without real management responsibility.

Efforts to improve the situation is part of the fulfilment of the action plans for ministries and other public institutions.

Women have not reached the top level in the **Military Defence**. Only a small percentage has chosen the military career by entering the Military Academy, - an education which is necessary for promotion to top management level in the Armed Forces. In advertisements for recruitment to military positions and training both men and women are asked to apply, but in the phase of selection only qualification criterias are applied.

Danish women are not subject to conscription, but they are now allowed employment in all positions within the Home Guard and the Armed Services, even if it involves direct participation in military operations or combat. In June 1993, the Ministry of Defence abandoned the last exclusion of women from the defence by

allowing them to apply for the position as fighter pilot. Employment of women on conditions similar to conscription is now possible in preparation for service in the Danish International Brigade.

Today women are also assigned for services in the Danish peace keeping forces and operations under the United Nations, as for instance in those actually working and carried out in the Balkan Peninsula.

A task force was appointed in February 1994 to examine, describe and assess the possibilities for an arrangement according to which women in general could be employed and trained in the military defence on conditions close to those of the compulsory military service. The government has taken a positive stand on proposals contained in a new report submitted by the task force concerning the employment of women on conditions similar to conscription and will consider initiatives within this area.

As regards the work in the field of responsibility of the ministry a couple of initiatives have been taken which are relevant for the advancement of women. In June 1996 the Command of the Danish Defence has finalized a plan of action for gender equality "Towards Year 2000" which has been distributed to the relevant authorities. The main areas, valid for both the civil and the military level, are:

- target figures for the number of women employees at all levels;

- women's participation in committees and working groups;

- working conditions including child and family policy.

Article 8

Representing the Government

Women have the same right as men to represent the Danish government at the international level, but their position in the foreign service weaken their possibilities for participating in international meetings to the same extent as men.

The Ministry of Foreign Affairs has a staff of almost 1500 employees. The number of women and men is close to equal, but men are primarily the decision-makers. At the top level nine out of 151 executives or 6.0 % are women. In the wage group of 40-42 there is 1 woman.

The ministry has published its plan of action "Equality in the Foreign Service ny the Year 2000?"in late 1993. The aim of the plan is to change attitudes, ideas and traditional habits in all staff categories including the group of executives.

Article 9

Citizenship

As stated in Denmark's third report to CEDAW the **Danish Nationality Act** is in full accordance with article 9 of the Convention. Men do not, however, have equal rights with women as regards nationality of children born out of wedlock. Such children acquire Danish nationality by birth only if the mother is Danish.

As a result of the increasing internationalization alien women's rights to obtain a residence permit and later citizenship have been a live issue in Denmark especially in the 1990's. Formally the women refugees and immigrants have the same rights as their male colleagues the Act of Aliens being gender neutral.

In relation to employment, adaption to the Danish culture, and rules of reunion of families and of limitation of stay the conditions might however be more difficult for women than for men. In 1992-1993 Danish women's organizations addressed the Minister of the Interior in order to attract attention to the increasing number of battered foreign women.

In early 1994 the ministry established a committee with the aim of examining current problems in relation to foreign women's integration and legal status in Denmark. A sub-committee has in particular looked into the situation of battered foreign women. Danish legislation in this field means that a foreign woman who has joined her husband in Denmark will only qualify for her "own" residence permit after three years' marriage. Up to that point, her residence permit will be linked to her marriage to a Dane or a foreigner who is legally settled in Denmark and holds a permanent residence permit.

It is no problem if the marriage lasts. And for other women it is no problem because they can go back to their home contry if the marriage is dissolved within the three year period. But there are a few foreign women who have been trapped in the rules: The battered women who - maybe because they are subjected to social exclusion in connection with divorce - cannot return to their home countries and therefore have to endure the hardship of a violent marriage.

The committee has proposed the introduction of a special humanitarian criterion in the Danish Act of Aliens. This will make it possible for the authorities, after an individual evaluation of each case, to sustain from the three-year period, and allow a battered, foreign woman to stay if she leaves her violent husband.

Knowledge of the Danish language is of utmost importance for immigrants, so the committee also has to examine the teaching of Danish offered to foreigners being integrated in the society. The committee has to look into the organization of the instruction especially whether it is arranged with necessary consideration to the specific living conditions of immigrant women as for instance their educational background and their duties of child caring.

As part of the investigations being made on the demolition of barriers for employing immigrants and refugees the committee has to map out the elements impeding women in being integrated in the labour market. The committee also has to consider whether there is a need for specific initiatives as to foreign women's contact with the social and health authorities.

Finally the committee has to identify any barriers for foreign women's participation in the public debate and functions especially those related to the phrasing of immigration policies at local and central level. The committee also has to consider whether there is a need for special efforts as to moblize foreign women to participate actively in the political process and if so make suggestions for such efforts.

CHAPTER 3: WOMEN AND EDUCATION

Article 10

Access to Education

Denmark's education system is based on equity and equality. As already stated in the third report boys and girls, and men and women in Denmark have for several generations enjoyed equal rights to and equal opportunities for education at all levels from pre-school to higher instruction, in all sorts of training and vocational guidance, and in adult education during leisure time.

Compulsory education is for nine years, but more and more young people continue to higher levels. The expected duration of education for students who entered the Folkeskole in 1992/93 is 15.4 years for girls as against 15 years for boys.

This is a promising prospect for girls, but looking back, and in spite of significant improvements, women still stay behind and complete their education at a lower level than men. The percentage of women in the age cohort of 20-66 years, who has completed compulsory education only, has thus fallen from 55% in 1985 to 44% in 1994. However, the same figures for men were 44% in 1985 and 37% in 1994. At the same time the percentage of women in the above mentioned age group, who have completed vocational training, has increased from 25% in 1985 to 30% in 1994, whereas the same figures for men were 36% in 1985 and 39% in 1994.

Girls and women have access to grants and loans from the **Danish State Education Grants and Loan Scheme** on equal terms with men, but in 1994 affirmative action was adopted giving mothers who follow a course of further education access to a twofold subsidy for a certain period in relation to child delivery or adoption.

When coming to **adult education** in leisure time women continue to take advantage of the offers to a much higher degree than do men.

Amendments of the **Act on Remedial Instruction** for adults which entered into force in January 1996 put an obligation on the county councils and on the councils of the metropolitan boroughs to offer courses of reading, writing and spelling free of charge to slow readers be they men or women.

Elementary School

Over the years it has become clear that equality has to be integrated in teaching from the very beginning and in all fields of education as in the content of the subjects, the teaching methods, the organization of the schools, and the social and technical interaction in the classrooms.

The concept of "equity" is mentioned in the preamble of the new **Act on the Folkeskole** (act. no. 509 dated June 30,1993), which entered into force on August 1, 1994, and equality is also integrated in executive orders and guidelines which spell out the words of the act. Equality and equity are specifically mentioned in the curriculum guidelines for the compulsory topic: Educational, vocational and labour market orientation.

The concept of equality is reflected in the fact that subjects such as textile design, wood/metalwork and home economics at one or more form levels within the 4th to 7th form levels are compulsory for both boys and girls. The same goes for the compulsory topic health and sex education and family knowledge. Conscious efforts have been made to integrate examples from the total range of experiences in the home in physics and chemistry. Equality and equity are particularly mentioned in the curricula for guidance on further education, on the labour market and on career planning, and the concept also forms part of instructions to differentiate the teaching according to needs and requirements of the individual pupil.

The Folkeskole is especially responsible for preparing both girls and boys to a broad **career choice**. It is important that they try to motivate them to engage the gender group to which they belong. One way is to increase the number of computers in the schools in order to ensure that girls are prepared for the information society on equal terms with boys.

The engagement in **sciences and technical subjects** has decreased among both girls and boys. This new situation is being analyzed and suggestions are being made in order to stimulate their interest in these issues. A new subject of sciences and technology was introduced by the new act on the Folkeskole with the aim of catching the interest of especially girls at an earlier stage.

Teachers are very centrally placed when coming to communicating knowledge and influencing attitudes. **Teacher training** for the elementary level is based on the demands of the act for the Folkeskole. In the government order for teacher training the teacher training colleges are obliged to ensure that the students work at problems of equality.

The Equal Status Council has participated in a Nordic project on equality in the content and methods of teacher training. The project was finalized in 1994 when a guide on these issues was published by the Nordic Council of Ministers.

Educational and guidance material is prepared by the Council for Educational and Vocational Guidance under the auspices of the Ministry of Labour and the Ministry of Education. Through a systematic coordination, the Council sees to it that the equality aspect is taken care of. The Equal Status Council is involved in this work. It is equally an aim to integrate equality in the training of career advisers in order to ensure that the individual student will get information also on untraditional career opportunities when seen from the point of view of his or her gender group.

Higher Secondary Education and Vocational Training

Equal opportunities and equity are also part of the objectives and curricula for **higher secondary education**, and of the guidelines for study and career planning. Vocational training is continuously seen as a specific field for equality work, and allocations for projects with the aim of improving the situation for girls and women in this part of the education system are still available.

In 1992/1993 96% of all pupils from the elementary school level proceeded to higher secondary education or vocational training. 29% of the boys and 49% of the girls carried on in the upper secondary school, and 66% of the boys and 47% of the girls proceeded to vocational training including commercial or trade classes at higher secondary school level.

As a follow-up on the **action plan** "Education for all" prepared by the Ministry for Education a campaign was run in 1993-1995 with the aim of reducing the drop-out rate for both boys and girls at the vocational, especi-

ally the tecnical, training institutes. The campaign which was very succesful focused on the responsibility of the schools and the teachers to make students feel comfortable in the class they had chosen, and to guide them to find another course if their first choice turned out not to suit them.

Adult Education - Recurrent Education

The Ministry of Education has various offers of education, guidance and financial support for **early school leavers**:

- day schools for unemployed people with the aim of strengthening the personal development of the participants and improve their opportunities in the education system or the labour market. The offer is especially utilized by women;

- centres for adult education for early school leavers with the aim of giving them a basic and supplementary education to increase their level of education both in general and as preparation for further vocational training. Many women participate. Specific labour market courses, targetted among others at early school leavers, are to be found within the framework of the Ministry of Labour;

- financial support for employees who have a low level of education and are allowed to join courses during working hours. The aim is to qualify the participants, the majority of which are women, to general or vocational training.

The Ministry of Education is developing a computer based **information system** for adult education in cooperation with the Ministry of Labour.

Altogether lifelong or recurrent education for both men and women is an area of high priority in the Ministry of Education and was a theme of a conference in August 1995. The conference has been followed by various initiatives.

Further and Higher Education

Very important and highly qualified contributions to **women's studies and research** are made in a number of Danish universities, especially in the area of humanities and social sciences.

However, the gender balance among **university teaching and research staff** leaves much to be desired. According to the latest examination of the situation only 17% of the scientific staff were women. At the lowest level for permanent, scientific staff 24% were women, and in the category of senior lecturers women constituted 17%. Among the full professors only 4% were women. The greatest part of women employed at the universities were placed in temporary positions.

In 1994 the Minister of Education called upon the university principals to make them aware of the recommendations of equality formulated by the Council for Research Policy and to encourage them to draw up an overall staff policy for the promotion of a better gender balance in university teaching and research staff, without compromising considerations of scientific quality.

Renewed examinations of the composition of scientific staff at the universities will be undertaken.

In general, the possibilities of recruitment to university positions - which may also further support the positive development towards a more even gender distribution - the Ministry of Education has increased the number of Ph.D. grants (by 600 over a number of years), added 200 professorships to the sector (also over the last few years). Last, but not least, favourable provisions have been created for women Ph.D. students as regards maternity leave.

The Ministry of Education has been instrumental in ensuring that **research statistics** are classified according to gender.

The Council for Research Policy has started a **research programme** over a period of five years and to an amount of DDK 10 mio. on gender barriers in higher education and research.

CHAPTER 4: WOMEN AND EMPLOYMENT

Article 11

The Situation in the Labour Market

A gender balanced labour market is seen as one of the most important goals for equality work in Denmark. Many efforts have been made to establish and adjust a proper legislation on equal pay and treatment, to support the advancement of the most vulnerable groups among the women's part of the labour force, to change attitudes within the parties of the labour market and the individual employers and employees, and, on a pilot basis, to adopt the principle of mainstreaming gender perspectives into legislative provisions and planning.

However, there still remain **problems of gender equality** in the Danish labour market. The main ones can briefly be summarized in a few statements to be elaborated on in the following sections:

- the labour market continues to be gender segregated;

- women are still worst hit by unemployment;

- equal pay for women and men and a fair assessment of the concept "work of equal value" have not yet been obtained;

- the obligations of equal treatment of women and men in the working places still causes problems in certain situations;

- full harmonization of work and family responsibilities for women and men has not yet been achieved.

The basic principles laid down in the Danish constitution on free and equal access to any occupation and on working opportunities for every citizen to secure his or her daily existence, and the existing Danish legislation to support these basic principles have been thoroughly described in former reporting, so only recent amendments will be given.

Mainstreaming

The Ministry of Labour has initiated a pilot project on **mainstreaming** of gender perspectives in the labour market legislation. Valuation of gender equality will be undertaken when drafting bills with the aim of mapping out the consequences of the legal provisions on men and women. Preconditions for the drafting are that gender analyses are carried out on the basis of gender segregated data. In the pilot phase only the areas of leave and education, of active labour market policy, and of environment in the working places are included in the equality valuation.

The aim of the National Labour Market Authority is that gender equality work has to be integrated and visible in the activities of the Public Employment Service and the Adult Vocational Training Schemes. Gender perspectives are therefore included in the planning and reporting, and in the Public Employment Service gender equality is a specific field of activity.

Employment Opportunities

The occupational frequency for women is very high in Denmark, but **gender segregation** is still prevailing in the labour market. Figures from January 1, 1995 show for instance that 45.7% of the women in employment as against 16.5% of the men are to be found in occupations related to the service sector, that is in public administration, education, and especially health or social institutions. Men are to a much higher degree than women employed in the export related trades, as about 37% of the men and only 18.7% of the women are to be found in various industries, transport and wholesale trades which are part of the export sector.

Efforts to demolish the gender segregated labour market are primarily made by the Public Employment Service. Several regions run **introductory courses and experimental training** for women in male dominated vocations. It is a long-term contribution to the solution of the problem, and it has turned out to be difficult to change the attitudes of women and make them go from vocations dominated by women to vocations dominated by men.

One region has arranged a conference with the aim of getting men to go for employment in the social sector. The conference was carried out in cooperation with the pedagogical training institutes of the region, and a report "When men want to be educationalists" has been published.

The Public Employment Service has also tried out a range of projects on **manpower rotation** with the aim of giving the individual members of the staff various jobs in order to obtain better qualifications and knowledge of the company. For women it means that they get an opportunity to spread their vocational choice, to remove their educational backlog, and to increase their mobility in the labour market.

Women continue to be more seriously affected by **unemployment** than men in nearly all professions and age groups. 11.7% of the women's part of the labour force as against 9% of the men's part were registered as unemployed in 1995. Women are also to a much higher degree than men hit by chronical unemployment.

In order to fight this problem and qualify women for a broader range of jobs **adult vocational schemes** have been tailored to the background and needs of the specific categories of participants as for instance unskilled or semi-skilled, unemployed women. The specially organized women's courses have been divided into two main categories being qualifying training courses and activation courses including guidance or clarification. The courses run for periods of 13 to 36 weeks. Also shorter follow-up courses and longer qualifying courses have been developed.

Especially the one year labour market course for unemployed, P47, has revealed a need for adult training which may provide unskilled, unemployed women with the possibility of gaining formal qualifications both as technical-vocational and as general competence. After a pilot period in which the training was directed specifically at women, the course has been formalized, and men are also admitted. However, about two thirds of the participants are still women. The aim of the training is to provide the participants with qualifications enabling them to carry out the many sorts of tasks within the line of industry for which the course is designed. A specific goal is to strengthen the flexibility, the self-dependence and the capacity for problem-solving of the participants.

The Public Employment Service also arranges courses within specific vocations as for instance retail trading where women are in majority. The courses are developed in cooperation with trade unions and vocational training institutes, and their content is based on the vocational qualifications and requirements of the participants.

Education and job training are two very important tools used in the efforts of enlarging the prospects of unemployed to establish themselves at the labour market. When unemployed people have been out of job for a period of two years they have a right and an obligation to full-time activation for three years either in the shape of job training or education. This early activation is aimed at permanent employment for the persons involved, and it is expected to be especially beneficial to women and a useful way to catch up with the backlog they have at the labour market in relation to men.

The possibility for **education leave** is given to both unemployed and employed. The aim of the arrangement is to ensure leave to people who want to join an education or training course approved by the public authorities in order to acquire improved qualifications for the labour market.

Women are the most diligent users of the system and constitute 68% of the 80,435 persons who were granted this sort of leave in 1995. However men are more goal directed in utilizing the system to get better vocational qualifications. The rules of activation will probably ensure that women also direct their use of the leave system at getting qualifications needed in the labour market.

Equal Remuneration

The **Act on Equal Remuneration for Men and Women** (Equal Pay Act) belongs to the jurisdiction of the Ministry of Labour, and has not been amended since 1992. There is - for the time being - no wish, neither from the legislative power nor from the parties of the labour market, to tighten the rules on equal remuneration, but the ministry constantly evaluates the decisions of the Danish courts of arbitration and the practice of the European Court of Justice in order to propose adjustments to legislative provisions if needed.

The act is especially used by the bigger trade unions in which women are in majority, and 23 verdicts are ruled on equal pay. About 50% of these had a positive and the other 50% a negative outcome seen from the point of view of the unions. The continuous interpretation of ruling reveals that the concept of "work of equal value" causes difficulties.

The European Court of Justice has ruled out 42 decisions on equal pay. Many of these are matters of principle as they are about indirect discrimination, distribution of the burden of proof and interpretation of the concept of "work of equal value".

In spite of the legislation on equal pay great differences still exist between men and women. In the wage area the average time rate for women is only 85% of that of men, and among the salaried employees women on average have a salary which corresponds to only 70% of that of men. It thus seems obvious that the differences in pay have other reasons than gender discrimination.

In liason with the Equal Status Council, the Ministry of Labour has launched a **project on equal remuneration** aiming at developing wage statistics computed on the basis of data on individuals. The results may contribute to identifying the factors causing differences in wages and thus occasion further activities to be initiated within this area. Since no statistical information has identified the consequences of the many Danish wage systems for equal pay to women and men, the Ministry of Labour will launch a project which can collect data on the impact of the negotiating mechanisms on differences in wages.

Pension is part of the problem of equal pay. The Danish system of labour market pension comprises four elements: The national pension scheme, the supplementary labour market pension fund based on employment, the superannuation schemes based on earned income, and the voluntary pension assurances.

As regards the supplementary pension fund and the superannuation schemes the total contribution of men and women differs substantially, because women have lower employment and income rates than men owing to pregnancy, longer periods of illness and unemployment, and in general a lower lifetime income. A reform of the supplementary pension fund was therefore introduced demanding that the contribution from recipients of daily subsistence allowances, of sickness benefits and of maternity pay be doubled, and that recipients of social security benefits also be obliged to contribute to the fund.

In May 1996 the Equal Status Council held a conference in which pension was discussed in relation to gender, age, lifetime, disablement, death of spouse, and differences in computing pension disbursements to women and men who have retired from the labour market.

In order to reward equality efforts in the private sector the Minister of Labour in 1995 established an **Equal Status Prize** to be given away once a year to an enterprise having brought about visible results of their equality work.

The Ministry of Economic Affairs in August 1994 published a book on **women in the economy** portraying women in Denmark and in other industrial countries. The ministry has also developed computing models which could be used in analyzing the feminization of poverty. The possibility of preparing gender based prognoses on the labour force, employment and unemployment as part of economical surveys is considered.

Equal Treatment

The **Act on Equal Treatment of Men and Women as Regards Access Employment, Maternity Leave etc.** (Equal Opportunities Act) was amended in 1994 following a directive on pregnancy from the European Union. The act now prescribes an obligation on mothers to stay at home for two weeks after child delivery. This obligation might be postponed, if the child is hospitalized. Further, women employees have been given a right to be absent from work, if their pregnancy examinations are arranged during working hours.

The act also comprises a prohibition against **dismissal** of pregnant women and mothers or fathers on leave related to childbirth or adoption. Since the introduction of the act in 1978 the majority of about 175 cases of equal treatment were on dismissal and have been settled in court. Most of them were conducted by trade unions and with a positive outcome for the employee. In such cases the burden of proof rests with the employer, and it is now well known among employers that cases on dismissal related to pregnancy and childbirth or adoption are difficult for them to win.

The act awards a compensation of up to 78 weeks' salary, if the dismissal is upheld. According to the decisions made in the courts it is safe to say that the compensation given as a minimum corresponds to 6 months' salary. The Ministry of Labour will establish a data base containing decisions on equal remuneration and equal treatment so that users - i.e. applicants, labour unions, employers, lawyers and judges - may become conversant with the legal practice in these matters.

Daily cash **benefits in the event of pregnancy, childbirth and adoption** are part of statutory rights. A woman is entitled to maternity leave and daily cash benefit from 4 weeks before the birth will take place according to medical opinion. In special cases she may qualify for benefit before the 4-week period.

After birth the parents of the child qualify for parental leave and daily cash benefit for a period of 24 weeks to be shared between them. During the first 14 weeks after birth normally only the mother will qualify. During this period the father is entitled to 2 weeks paternal leave on benefit together with the mother. The last ten

weeks of parental leave may be used either by the father or the mother. A little over half of the fathers go on leave for the 2-week period, whereas only 3-4% of the fathers go on leave from the 15th to the 24th week.

Adopters qualify for benefits for a period of 24 weeks after the reception in the home of the child where the adoption authorities decide that one of the adoptive parents has to stay at home with the child for a certain period, and consequently will have to be absent from work.

The above mentioned benefits are statutory minimum rights. By means of collective agreements rights in relation to maternity leave have been improved. Some public-sector employees are for example entitled to up to 8 weeks' maternity leave before the expected birth and to receive full pay during leave. In the manufacturing industry of the private sector women are also entitled to "full salary", however only up to DDK 95 per hour during the first 14 weeks of their maternity leave. This branch of the private sector does not employ many women, so it has been inexpensive for the industry to introduce the benefit.

Childbirth related leave with full payment may contribute to ensuring equal opportunities for men and women. A joint maternity or confinement fund in the private sector is therefore an issue of debate and would be an important step in the efforts for obtaining gender balance in the Danish society. However the establishment of such a fund has to be decided on by the contracting parties of the labour market when negotiating agreements.

A special issue related to the Act of Equal Treatment is **sexual harassment**. There is no specific paragraph on this issue, but it is regarded as covered by the prohibition against sex discriminating working conditions. 20 of the 175 cases on equal treatment mentioned above were on sexual harassment and most of them were conducted by the trade unions with a positive outcome for the injured part.

Also the question of **promotion of women** is related to the act on equal treatment, as some of the paragraphs open up for affirmative action through its rules of exemption. In the labour market these rules might be used when recruiting women to management posts and when arranging courses for women only for instance on management.

Discrimination against **elderly women** in the labour market is not specifically mentioned in the act, but cases are covered by the general wordings on prohibition against direct or indirect discrimination against women. Although the obligatory age of pension is the same for women and men, there is a trend at the Danish labour market of women leaving for pension earlier than men.

The point of departure for legislation on **working environment** is that the provisions apply to both men and women, but in relation to pregnancy, child delivery and breast feeding women might be exempted from tasks involving dangerous material, processes and working conditions.

On May 24, 1996 Folketinget adopted **Act on Prohibition of Discrimination in the Labour Market etc.** comprising prohibition of discrimination based on race, colour, religion, political views, sexual orientation and national, social or ethnic origin. One of the objectives of the act is to counteract the dual discrimination to which women belonging to ethnic minorities may be exposed in the Danish society.

The ministry is also planning new initiatives to facilitate access to the labour market for women and men of ethnic minorities. Focus will be on the changing of attitudes that hampers the integration of ethnic minorities in the labour market.

Since the autumn of 1993 efforts of the Ministry of Social Affairs on **harmonization of family life and working life** have especially been aimed at public and private enterprises. The ministry has tried to clarify which initiatives have already been taken, and how these may be developed and improved. Attitudes - both those of the employer and those of the employees - as well as cultures at the individual working places play an important part when considering the issue of families with children at the labour market.

In cooperation with selected private and public enterprises, a development project has now been launched on the improvement of parents' opportunities to harmonize family life and working life. The aim of the project also is to test which models may be used for developing working conditions so that these meet the special needs of families with children. Corporate culture and attitudes are being brought into focus, including the aspect of equality. Moreover, the project is to disclose any barriers that may prevent or hamper parents' opportunities to combine working life and the parent role.

In connection with the specific projects, a network has been established of about 20 enterprises which have shown great interest in the subject finding that a modern staff policy should also include elements of family policy. The purpose of the network is to exchange experiences and ideas concerning the development of family-friendly working places.

Social Support Services

Denmark has a high rate of participation in the labour market for parents with small children. For the age group in which women usually have children (20 to 45 years), and consequently a need for care facilities, women's participation rate was 85.7% as per January 1994.

In order to contribute to the harmonization of working life and family life it is laid down by law that public **day-care facilities** must be available to children all over the country. The responsibility for the establishment, the operation and the supervision of these lie with the local authorities. Day-care facilities for children between the ages of 0 and 9 years are a prerequisite for equal opportunities for women both within the area of education and on the labour market.

The purpose of these facilities is both to cover a need for care and to provide educational and stimulating environments for children. Besides, they provide part of the general and preventive municipal measures for children as they contribute to ensure the special kind of support which some families with children need.

Day-care institutions are found as crèches for children between 6 months and 2 years, nursery schools for the 3-5 year-old, and after-school centres and school recreation schemes for school children between the ages of 6 and 9 who may go there until they are able to look after themselves in the afternoon. Some of these institutions are age-integrated catering for instance for children between 6 months and 6 years.

Apart from day-care institutions, there is the supervised family day-care which takes place in the private home of the child minder. Here children between 6 months and 2 years dominate. The child minders are selected, appointed and paid by the local authorities who also decide which children are to go to which individual homes.

Pre-school class is a one-year school facility provided prior to the school start. It is free of charge and covers four hours a day.

Well over 65% of all Danish children between 6 months and 10 years are registered in public day-care facilities, but it has not yet been possible to fulfill the aim of accomodating all children of one year and above in a day-care centre or a family day-care, if their parents so wish. Parents pay 30% of the costs of a place in the public day-care system, but such a place might be awarded fully or partly free of charge for financial, social, or educational reasons, or for treatment purposes.

The rules which allow parents to stay at home in case of **children's sickness** were described in the last reporting. Today nearly all parents in the labour market with small children are entitled to regular salary on the first day of children's sickness. The issue is decided on through agreements, and there is an interest among parents for enlargement or more flexibility in this right to care for small children.

As from April 1, 1995, parents employed in the public sector are both entitled to 10 child-care days per child. These days may be used separately or together according to agreement with the employer for instance in connection with a child's illness, start in an institution, medical examinations etc.

Flexible working hours agreed on individually between employers and employees are increasingly utilized in order to find the best way to harmonize family life and working life. With the same aim tests have been initiated in some public institutions and private enterprises on distance or home working, but it is too early to say whether such arrangements will be an advantage for the involved parties.

Part time jobs are widespread in the Danish labour market. Employees using this opportunity have the same, but proportionate rights as full time employees. It is mostly women with small children or elderly women who take advantage of this arrangement.

Employees who want to make a break in their working life to take care of the family have various opportunities for **parental leave**. This is an important family-policy initiative aimed at enabling parents to spend more time with their children. Parents with babies below 1 year are entitled to a leave in up to 26 weeks. If the child is 1 year or above parents have a right to a child-minding leave of 13 weeks for each child. Additional periods of leave up to 1 year for each child have to be agreed on with the employer.

In 1995, 52,598 parents of which 90% were women were granted leave to look after their children. In order to interest fathers in utilizing the child-minding leave the Minister of Labour has allocated DDK 1.2 mio. for a campaign. A range of projects in the form of conferences, theatre and publications have been initiated with the aim of telling fathers about the gains of staying at home for a period taking care of their children.

CHAPTER 5: OTHER LEGAL AND SOCIAL EFFORTS

Article 12

Health Problems and Provisions

Women have both general health needs - the same as those of the rest of the population - and health needs which are specific to them as women, so they require access to health care provisions that satisfy both categories. As already stated in the third report to CEDAW Danish women have equal access with men to health care services, including those related to family planning. Legislation also provides them with specific offers free of charge, especially as regards their reproductive health and rights.

A survey carried out by the Committee on **Life Expectancy** and published in 1994 in a report "Women's life and mortality" has intensified the health debate in Denmark. The debate has put focus on the relationship between life style, life quality and mortality, but has also been characterized by headlines and postulates which cannot be documented neither by the report nor by other research projects.

One of the postulates was that Danish women die at an earlier age than before, because they have entered the labour market and been caught in misuse of for instance alcohol and smoking. The fact is that life expectancy for both Danish women and men has increased from 62 years in 1925 to 78 years in 1990 for women and from 61 years in 1925 to 72 years in 1990 for men.

The point of departure for the report was that women from other countries have caught up with and even passed Danish women as regards life expectancy. The number of Danish women dying from breast or lung cancer and bronchitis has also increased. Specific efforts are therefore needed. The Equal Status Council has called on the Ministry of Health to establish a unit with the aim of ensuring that gender perspectives are integrated in health research and other health provisions.

In spite of a legislation with relevant offers to pregnant women (ref. chapter 4) the report mentioned above has pointed out that maternity welfare provisions do not reach the most vulnerable groups in a satisfactory way, and that the offers given to pregnant women vary considerably in different parts of the country.

The Danish National Board of Health has undertaken a revision of the 1985 **Guidelines for Pregnancy and Maternity Care aimed at providers and health care authorities responsible for providing care for pregnant women**. The underlying principles behind the ongoing revision are based on health promotion, disease prevention, targetting the care to those most in need, and emphasis on the woman's/family's own resources. The revision is based on surveys of available evidence and experiences in the field.
Since September 1995 the National Board of Health has implemented or initiated a series of untraditional **information projects** on contraception, abortion and pregnancy, especially targetted at young people. The problem of unwanted pregnancy has also been discussed at a conference for county representatives and other relevant parties.

Smoking is a burning issue when talking of pregnancy, as it has been shown that the smoking of Danish mothers contribute to a higher infant mortality than in other Nordic countries. The National Board of Health, in 1995, has given priority to specific information activities targetted at pregnant women. Relevant documen-

tation on the dangers of smoking is given to medical practitioners, midwives, health visitors and other relevant groups in close contact with pregnant women.

Breast feeding is seen as a way to give the newborn the closest contact to their mother and the best nourishment possible. The National Board of Health therefore has revised its guidelines to health care workers on this issue. The aim is to promote breast feeding in Denmark. A conference is also planned in order to inform doctors, visiting nurses and other relevant groups on infant nutrition, including breast feeding of both healthy and sick children.

The Ministry of Health has allocated financial support to the Breast Feeding Committee working to promote breast feeding at the maternity wards and to carry out the common 1991-programme of WHO and UNICEF on pro-infant initiatives.

Violence

Gender-based violence puts women's health at risk and is not accepted in Denmark. The third report to CEDAW examined efforts made to combat this offence comprising legislation, preventive information and legal as well as medical and psychological assistance, including crisis centres for women.

Preventive information has been chosen as the most needed and effective measure having legislative and institutional activities in place. This work is guided by the Council for the Prevention of Crime, and a working group is established with the specific aim of preventing encroachments in co-habitating or married couples, including their children. Several publications have been prepared and distributed to medical practitioners, crisis centres for women, libraries, schools, case workers in the social services, and the police. The Council has also published a pamphlet specifically on rape.

Female genital mutilation or circumcision is punishable according to para 245 in the Danish Criminal Code. It was never a problem in the Danish society until recently, when it was known that Somali girls living in Denmark are circumcised abroad. In order to find out how to stop these physical interventions, the Ministry of Health has appointed a specific working party composed of representatives from the National Board of Health, the Danish Refugee Council, the Somali Resource Group, the Association of Somali Women, the Association of Danish Female Doctors and the Ministry of Health. The working party has been asked to describe how to plan and perform an information campaign aimed at preventing young females with refugee or immigrant status living in Denmark of going abroad for circumcision. The final report is expected to be completed on September 1, 1996.

Guidelines have been issued in 1996 on the prevention of female genital mutilation in the context of Denmark's development cooperation programme.

The number of women who turn themselves to the **crisis centres** is increasing considerably, and this development has to be monitored closely. In 1996 the allocation for the centres included in the Appropriation Act was rised by DKK 1 mio. to meet the needs. Networks based on selfhelp groups are also established for women in vulnerable situations. The Ministry of Social Affairs is for instance supporting initiatives for women prostitutes and other groups who suffer from various sorts of misuse.

Articles 13-16

Family Life

According to Denmark's third report to CEDAW, all demands of the Convention are complied with. The same rights are given to men and women in the economic and social life, as regards equality before the law, and in all matters relating to marriage and family relations. The following is therefore a mere description of some benefits given to families with children, but they might of course in particular be important for mothers as they in general use more time for child care than do fathers, and especially for single mothers or for mothers in families with difficult, disabled or seriously ill children.

It is a fundamental principle in Denmark that the public authorities are co-responsible for the conditions under which children and young people grow up. It is laid down in the Social Assistance Act that the local councils shal supervise the **conditions under which children and young people live** in the municipalities. The local councils must provide counselling and support to the parents or to the persons actually providing for a child or a young person, if they experience difficulties in relation to their surroundings.

The act also provides for different types of support which may be offered to families if a child or a young person experiences difficulties. It is a basic condition for the public authority's intervention that children and parents are regarded as one unit and that the assistance is given with respect for the integrety of the family.

The local authority may make decisions on supportive measures if it is considered of vital importance to a child's or a young person's special need of support. Supportive measures may be made while the child or the young person lives at home, or in case a child or a young person is to be placed outside his or her home.

The social sector offers the opportunity of various **allowances**. The general family allowance is payable for each child under the age of 18, is tax-exempt and independent of the recipient's income. The allowance is generally paid to the mother.

There are different kinds of child allowances, but they are all payable for each child under the age of 18, tax-exempt and independent of the recipient's income, and they are also generally paid to the mother. Ordinary child allowance and extra child allowance are payable to, among others, single parents. Special child allowance is payable to, among others, children who have lost one or both parents, or where paternity has not been established. Multiple birth allowance is payable in the event of the birth of more than one child (including adopted children born at the same time) until the children attain the age of seven.

Advance payment of **maintenance allowance** from the public authorities may be granted for each child under the age of 18 where a person liable to pay maintenance, fixed in accordance with the Legal Status of Children Act, has not paid on time to the person to whom the allowance is payable. Maintenance allowance is payable in advance, and the local authorities subsequently collect the maintenance allowance from the person liable to pay.

Persons who look after a physically or mentally **disabled child** under the age of 18 in their own home qualify for a grant to cover the extra expenses incurred as a consequence of the disability. The compensation is not subject to the financial situation of the family. Furthermore, a supplement may be granted as compensation for loss of income.

If a child falls **seriously ill**, the parents generally qualify for financial compensation enabling them to take care of the child. It is a condition that the child is under 14 years of age, and that the illness is likely to entail hospitalization or institutionalization for 25 days or more, and that the parents wholly or partly give up their work for that period. The term of 25 days does not, however, apply to single parents.

Comments by The National Council of Women in Denmark
on the Fourth Periodic Report on implementation of CEDAW

The National Council of Women in Denmark (DKN) is pleased to have the opportunity of commenting on the Danish report to the CEDAW committee.
This report gives an honest description of the problems and advances in Danish work on equality between women and men and it reflects attentiveness to the problems presented by the National Council of Women in Denmark, in its comments on the 1993 report to CEDAW.

General comments

The Danish welfare model contributes very actively to ensuring equal status for women and men. Cost-free or low-cost public services in the areas of child care, health and education play an especially important part for women. Recent years have seen a decline in the level of service, for instance, in the areas of day-care and health. We view this tendency with alarm, since we consider that there is a need for expanding and improving the quality of public services, as a vital guarantee for the status and success of women. Special schemes for promoting equal status are insufficient to alleviate the present inequalities that exist between women and men.

Article 3 - National Policy

The national plan of action focuses on how equality of status can be fostered in the public sector. The public sector should have functioned as a spring-board for equal status in the private sector. It is, however, quite apparent that no such favourable effects have yet been attained in the private sector. The lack of effective methods of promoting equality of status in the private sector has the effect that women are absent from, or poorly represented in, many important decision centres. Only 5% of top management in private trade and industry are women. Women employed in the private sector occupy an inferior position from the standpoint of a number of employee rights, such as maternity leave and child-care days (i.e. leave of absence for caring for sick children). This contributes to maintaining the gender-based segregation of the labour market.

As described in the report, the Government has appointed a committee to reappraise and renew State efforts for fostering equal status. While this is a good initiative, we find it unsatisfactory that we have only been allotted a single place on the committee, as we have acquired many years' experience of working towards equal status and we represent a very broad cross-section of the organisations that are engaged on such work.

Article 4 - Equality Bodies and Temporary Means

DKN is disturbed to see the European Court of Justices' decision in a case on affirmative action (the Kalanke case), in which the Court disallowed the national right to the use of affirmative action and decided that affirmative action is, in the form in which it was applied, irreconcilable with the EU directive on equal treatment. Although this is a German case, we fear that the decision could also have consequences for Danish legislation and practice.

The Danish Equal Status Council has just dealt with an application from the Danish Social Science Research Council, concerning dispensation from the Act on Equal Treatment of Women and Men, in order to establish five temporary research fellowships (Ph.D) for women. The Danish Employers Association and the Salaried Employees and Civil Servants Confederation (who are members of the Equal Status Council) vetoed dispensation, which could not therefore be granted, despite the support of the other seven members of the council. We consider these two examples to be restrictions on opportunities for working actively towards equal status.

Affirmative action is a useful tool for promoting equality of status between women and men in the educational system and in the labour market. It is important to maintain the right to apply affirmative action, which accords with CEDAW, and it is our opinion that the Danish Government should work actively to safeguard the national right to introduce affirmative action.

Article 6 - Special Issues

CEDAW states clearly that signatory states shall make an effort to prevent trafficking in women and prostitution. The Danish Government has hitherto been passive, but there is

now a public debate on prostitution - largely as a result of continuous pressure exerted by the Danish women's NGOs.

It is DKN's opinion that the problem of prostitution is linked to social distress. Although prostitution on the part of the individual should be decriminalised, it should not become a legally accepted occupation. DKN wishes to combat prostitution and legalisation would be a step in the wrong direction, as it would indicate that prostitution is acceptable from the standpoint of society, while it would probably also increase the number of foreign women enticed or forced into working as prostitutes in Denmark.

DKN raised this question immediately after the Fourth World Conference on Women (Beijing, September 4-15, 1995). We approached the Minister of Justice with a request for an investigation into the extent of prostitution and trafficking in women in Denmark. Police efforts must be intensified against the people behind these iniquities and the necessary legislation must be enacted if present legislation is insufficient to guarantee the effectiveness of police efforts. We also requested the Minister of Social Affairs to devote attention to prostitution and trafficking in women and to initiate collaboration with the Minister of Justice, since the problem is within the scope of both ministries. We have still not - one year after our request - achieved the launching of any new initiatives. After renewed application to the Minister of Justice, however, we have received notification that our viewpoints will be included in the continuing debate in the Folketing (the Danish Parliament).

Article 8 - Representing the Government

There is noticeably low representation of women in Danish Government delegations to international meetings.

The reasons for this are that the Ministry of Foreign Affairs employs few women in leading positions and that the other sector ministries that are represented at international meetings do not send female officials either.

DKN deplores the fact that women are not included to a greater extent in the Danish delegations to international meetings. DKN considers that there is a need for a change in

the personnel policies of the ministries, so that more women are qualified to participate at the international level.
Furthermore, there is a need for increased expertise in the individual ministries, in the area of policies concerning women. The Ministry of Foreign Affairs employs a special advisor, who has proved valuable, for matters concerning the equal status of women and men.. There is a need for corresponding advisors in the other ministries.

DKN applauds the Danish Government's invitation of women's organisations to participate as advisors in the Danish delegations to international meetings. This means, for instance, that DKN is represented at the annual UN General Assembly and that DKN has participated in the World Summit for Social Development, the Fourth World Conference on Women and the 52nd session of the UN Commission on Human Rights.

Article 9 - Citizenship

DKN is very pleased that a special humanitarian criterion concerning battered foreign women has now been included in the Danish Act of Aliens - as mentioned in the Government's report. There is a need to follow developments over the next few years to determine whether or not this rule is being applied in practice.

It is also DKN's opinion that there is a need for changing Danish practice concerning the recognition of violence towards women as a ground for granting asylum. The laws governing refugees and asylum should be broadened to include gender-based claims of persecution, including domestic violence.

Article 10 - Further and higher education

The gender-balance among the university teaching and research staff leaves much to be desires. The establishment of more Ph.D. scholarships and more professorships is not sufficient to ensure an increase in the number of female researchers, since the scholarships and posts are not ear-marked for women.

Affirmative action at the institutes of higher education could constitute a suitable implement for changing the skewed distribution of the sexes, since this is an area in which

it is immediately possible to compare qualifications. As mentioned under Article 4, FTF and DA blocked in the Equal Status Council an application for the establishment of five temporary research fellowships(Ph.D) ear-marked for women, despite the fact that the application was endorsed by the Minister of Research and Information Technology. We find it inappropriate that the labour market organisations are afforded the possibility of blocking equal-opportunity measures in areas that are outside their normal field of interest.

It should further be noted that it is difficult for Denmark to observe Article 10 d. It has proved far more difficult for women to obtain scholarships than men, since scholarships are awarded to the research fields in which the women's share is the smallest.

Article 11 - Women and Employment

The report ascertains that there is a number of unresolved problems relating to equality of opportunity on the Danish labour market: gender-based segregation of the market, unequal remuneration, high female unemployment, unequal treatment of women and men at work and an unequal distribution of women's and men's responsibility for working and family duties.

The state strategy for breaking up the gender-based segregation prevailing on the labour market has been to attempt to change women's career choices. This strategy has not been successful since, in the first place, it has had no effect in the form of any clear change in career choice and, in the second place, it has not improved the position of women in the traditionally male occupations. On the contrary, women are having great difficulty in finding training positions and employment in the maledominated occupations. It is therefore necessary to develop new, parallel strategies that can contribute to revaluing the traditionally female occupations, from the standpoint of remuneration and with consideration for working conditions and job content.

In spite of the legislation on equal pay great differences still exist between women and men. As the matter of equal remuneration has been investigated, described and documented in an exceedingly large number of reports, we do not consider that there is any need for new investigations. On the other hand, there is a need for developing tools for determining exactly what is meant by work of equal value, with a view to revaluing

women's qualifications. Agreements should be subjected to a gender-proving in line with the gender- proving of Parliamentary Bills, so that the effects of agreements on working hours, vocational training, remuneration systems, etc., can be assessed in relation to women and men, respectively.

Concerning the relationships between working life and family life, the introduction of the right to leave of absence for child care is an important benefit. However, as 90% of all who take such leave are women, this scheme has not functioned as an equal-opportunity tool but as an individual benefit. It is important to continue to make a great endeavour to persuade more men to take advantage of their right to leave of absence. Full remuneration during confinement has not yet been included in all agreements. To ensure full remuneration for all women during their confinement, DKN desires a collectively financed confinement fund for the entire labour market. Decentralised schemes favour the trades and professions that have the fewest female employees.
The right to child-care days should also be a general benefit that applies to all employees.

Article 12 - Health Care

Although women and men today have equal access to medical treatment and health care, the health sector lacks resources to satisfy the need.
Cuts in budgets mean, for instance, that women who have just born a child are discharged from hospital too soon, which has a detrimental effect on nursing and on the health of the mother and child in general. The support and guidance given to the pregnant woman and the new mother are not good enough. Cuts also mean that too little is done to help women who suffer from breast cancer.

The teenage pregnancy rate has dropped in recent years. This is due, e.g. to the efforts of the Danish Family Planning Association. "Sex and Society" has made great efforts to inform teenagers on family planning and contraception, including the establishment of a telephone advice service - the "sex line" - and has trained teenagers to inform their peers on contraception, sex and abortion. Sex education in schools is another beneficial factor, as is the possibility for teenagers to consult their own doctor (without involving their parents), to obtain free information and guidance.

There is a need for new initiatives aimed at preventing violence against women and at providing aid to the victims of such violence. The crisis centres lack economic resources for helping the large number of women and children who are victims of domestic violence. Because of the increasing number of women - Danish and foreign - who approach the centres, the economic support given to them (the centres) should be increased significantly and psychological help should be offered to both women and children.

The role of women's organizations .

Women's organizations have played an importent role in the struggle for democracy and human rights over the past 100 years. Since 1899, when the DKN was etablished, women's organizations have worked together in order to stand stronger in the commen struggle for the liberation of women. Today the DKN is an umbrella organization for 47 organizations with a total of more than one million members. The DKN member organizations are women's organizations, the equal status committees of the political parties, trade unions, professional women's groups, women's studies researchers, youth organizations, religious and humanitarian women's organizations.

The DKN is adviser on women's issues in the Danish governmental delegation at the UN conferences and the annual general assempbly in New York. The DKN is the coordinating body of the NGO- activities relating to the official conferences and meetings.

**Comments of the DANISH WOMEN'S SOCIETY
on the Fourth Periodic Report by the Government of Denmark
on the Implementation of the CEDAW Convention**

The Danish Women's Society (DWS), which has been working for the advancement of women for more than 125 years, finds the National Report in general a fair and comprehensive description of the position of women in Danish society and the policies and measures implemented to further the advancement of women.

Our comments will therefore be limited to the following points:

1. Article 3 National Policy

The Government's Report mentions that in March 1996 the Prime Minister appointed a committee to "consider the organisation and the priorities of future gender equality work". From the point of view of the Danish Women's Society, the background for the establishment of this committee is not only the Platform for Action but also the fact that for a number of years the parties of the labour market, especially the Danish Employers' Association, have been lobbying against the present Equal Status Council, particularly against what they see as a too strong representation of women's organisations on the Council. This lobbying has had some success in Parliament.

Although DWS agrees that it is of essential importance that the organisation and priorities of national work for equality are reviewed at regular intervals, we are concerned that the work may result in a weakening of national efforts to create equality between sexes. The members of the committee represent very traditional areas, one very important though traditional area - the Ministry of Education - having been left out, however. Very little has been done to ensure that untraditional thinking will characterize the work of the committee. Moreover there is a risk that equal opportunities for women and men will be seen only within a context of income, law, and position in the labour market, which is a totally insufficient view of a highly complex matter.

The Danish Women's Society is pleased to be a member of the committee and will of course work loyally within the terms of reference of the committee.

/...

2. Article 5 Priorities

The Danish Women's Society agrees with the Government in its basic understanding of equality, and we likewise prefer active initiatives rather than protective measures as means of achieving equality.

3. Article 6 Special Issues

With reference to paragraph two concerning rules or provisions specifically making **trafficking in women** a criminal offence, the first line is not completely correct because under the Criminal Code 228, Section 2 it is a criminal offence to participate in trafficking a person out of the country so the person can earn a living by immoral acts or be used for such immoral acts if the person is under 21 years of age or is ignorant of the purpose. This is categorised as White Slavery and is considered a criminal offence. However, this only covers trafficking out of the country whereas import of women with similar purposes is not covered.

Thus, the legislation in question is insufficient to deal with trafficking in women which takes place in Denmark via night-clubs, massage parlours and marriage bureaus.

With reference to paragraph two, it should be mentioned that there is an on-going public debate to change legislation in order to to legalize **prostitution**.

4. Article 10 Education

Prospects are bright for girls and young women with regard to education. Girls are educated to a degree that has never been experienced before in Denmark, and girls and young women are doing well in the education system. This does not mean, however, that all problems have been solved. The education system is still gender segregated in a number of areas, and this leads to a gender segregated labour market. Moreover, many young women still do not receive any further education and therefore tend to drop out of the labour market.

Women who work in the field of education are employed at the lower levels and a low representation of women is found among school principals at all levels. As mentioned in the Government Report, the gender balance among university teaching and research staff is very much in the favour of men. This is a serious problem which should be dealt with.

5. Article 11 Employment

The Danish Women's Society supports the description of women's situation in the labour market, and we are in agreement with the areas pointed out as being particularly difficult.

However, we would like to draw special attention to the fact that the gap between men's income and women's income **is growing**. This is disastrous for women's economic independence and has a great impact on the way in which especially young families organise the distribution of rights and obligations within the family and consequently in the workplace. Therefore we look forward to the project on **equal remuneration** to be

launched by the Equal Status Council and the Ministry of Labour.

The Danish Women's Society actively supports the idea of a **joint maternity or confinement fund** as a means of promoting equality in the labour market.

The different **leave schemes** (education leave, child-minding leave) available for employees have been introduced among other things to reduce the number of unemployed people and at the same time allow people the opportunity to gain further education and to spend more time with their children. Although these schemes are popular, they are detrimental to women's equal position in the labour market as can be seen from the statistics showing who has applied for and been granted leave.

Women are still sadly missing in **public and private management**, and there is very little focus on this aspect of inequality in the labour market.

6. Article 12 Health

While Danish legislation does encompass women's **reproductive health and rights**, DWS is concerned about the fact that new developments in the area of reproductive technology are not being sufficiently addressed in ways that protect women's interests.

In particular, artificial fertilization is an issue of concern. New technology opens up the possibility of three-part motherhood: the genetic mother who donates the egg, the biological mother who bears the child, and the social mother who raises the child. As the consequences of such possibililities are totally unclear, DWS wishes artificial fertilization to be restricted by law, in particular activities carried out in the name of research. Fertilization of human eggs in laboratories for basic research, freezing of unfertilized human eggs and unrestricted donation of unfertilized eggs should be prohibited.

The issue of women's **right to abortion** is also linked to the new technology. Women's personal self-determination and physical integrity must not be endangered in the interests of medical research working with artificial fertilization, human eggs and embryos. If embryos are given independent legal rights similar to adult women, women's rights to control their own fertility, i.e. rights to abortion, will be endangered.

With regard to paragraph one and the issue of psychological assistance to victims of **gender-based violence**, it should be noted that women receive psychological assistance only if they apply for it no later than six months after the violence has occurred. If they have lived in a violent marriage for several years, they receive no assistance as the violence is then considered an accepted way of life.

With regard to financial support provided by the Government to **crisis centers**, networks and initiatives for women prostitutes and other groups of women suffering from misuse, it should be

mentioned that this financial assistance is made available only when the local authority is in agreement.

7. Role of NGO's

The report acknowledges the role of women's NGO's and their contribution to the field of equal rights for women, and the Danish Government is to be commended for its efforts to involve NGO's in its work for the advancement of women.

However, DWS would like to call attention to the fact that this work, done by NGO's on a volunteer basis but as professionally as possible in order to have impact, is becoming increasingly difficult for Danish women today.

Most Danish women are working full-time or more in a combination of labour market and family obligations, of which women still have the greatest share. They have little time for volunteer work. This situation must be acknowledged and appropriate financial assistance provided to women's organisations for not only specific activities but also for daily administration costs. The costs of international networking are also prohibitive for many women's organisations today.

These considerations are particularly important in light of the need in Denmark today for a popularisation or common understanding in the populace of the continued need for monitoring of rights won (and often taken for granted) as well as for efforts to ensure further advancements for women both in Denmark and internationally.

ANNEX I

Act on equal opportunities for men and women

Translation of Act No. 238 of 20 April 1988, as amended on 14 May 1992

1. (1) It shall be the object of the act to promote equal opportunities between men and women in society.

(2) Within their areas, public authorities shall work for equal opportunities and may in connection herewith implement special measures in order to promote equal opportunities for men and women.

2. (1) It shall be the object of the Equal Status Council to promote equal opportunities and the Council may on its own or upon request examine conditions concerning the object of Act.

(2) The Equal Status Council shall give its opinion etc. according to the Act on Equal Treatment of Men and Women in Relation to Employment and Parental Leave etc. and the Act on Equal Pay to Men and Women.

(3) The Equal Status Council shall decide whether an approach gives cause for any further investigation.

(4) Upon a request, employers and employees and their organisations shall make any information available to the Equal Status Council which may be of significance to the activities of the Equal Status Council.

(5) Where the Equal Status Council is considering a concrete matter the Council may call in statements from specialists on the matter.

(6) Representatives of the Equal Status Council and the specialists mentioned in subsection (5) above may for the purpose of its consideration of concrete matters inspect the execution of the work in the enterprises concerned, if an agreement for such an inspection is made with the enterprise.

(7) The Prime Minister may assign other tasks to the Council.

3. (1) The Equal Status Council shall consist of a chairman to be appointed by the Prime Minister and eight members to be authorised by the Prime Minister, so that

1 member is recommended by the Danish Federation of Trade Unions
1 member is recommended by the Danish Employers' Confederation
1 member is recommended by the Salaried Employees' and Civil Servants' Confederation
1 member is recommended by the Danish Women's Society
3 members are recommended by the National Council of Women in Denmark
1 member who represents the research on women shall be authorised upon recommendation of the other members of the Equal Status Council

The authorisations shall apply for four years at a time.

(2) The Prime Minister shall lay down the rules of procedure for the Council.

4. (1) Any violation of Section 2(4) shall be punishable by a fine.

/...

(2) Where such a violation is committed by a public or private limited company, a cooperative society etc. the company or society as such shall be liable to punishment by a fine.

5. (1) This Act shall come into operation as from 1st June, 1988.

(2) Act No. 164 of 12 April, 1978, on the Danish Equal Status Council shall be repealed.

6. (1) This Act does not extend to the Faroe Islands and Greenland.

(2) However, Section 5(2) of this Act does apply to Greenland.

ANNEX II

Consolidation act on equal treatment of men and women as regards access to employment and maternity leave, etc.

Consolidation Act No. 686 of 11 October 1990

This is an Act to Consolidate the provisions of Act No. 244 of 19 April 1989 on Equal Treatment of Men and Women as regards Access to Employment and Maternity Leave, etc. with the amendments following from Act No. 268 of 2 May 1990.

Part 1

1. - (1) For the purpose of this Act equal treatment of men and women means that no discrimination may take place on the ground of sex. This applies to both direct discrimination and indirect discrimination, in particular by reference to pregnancy or to marital or family status.

(2) The Act shall be without prejudice to provisions on protection of women, especially in connection with pregnancy or maternity, cf. part 3 of the Act.

(3) The provisions of this Act shall not apply to the extent that a similar obligation to equal treatment follows from a collective agreement, cf., however, section 18 (2).

Part 2

Equal treatment of men and women

2. Any employer shall observe the principle of equal treatment of men and women in connection with recruitment, transfers and promotions.

3. - (1) Any employer who employs men and women shall treat them equally as regards access to vocational guidance, vocational training, vocational continued training and retraining.

(2) The obligation to observe the principle of equal treatment shall also apply to any person who undertakes guidance and training activities as mentioned in subsection (1).

4. Any employer who employs men and women shall treat them equally as regards working conditions. This shall also apply in connection with dismissal.

5. - (1) The obligation to observe the principle of equal treatment shall also apply to any person who lays down provisions and makes decisions concerning access to exercise activities on the basis of self-employment. This shall also apply to the establishment, organisation or extension of an enterprise and the taking-up or extension of any other form of self-employment, including the financing hereof.

(2) The obligation to observe the principle of equal treatment shall also apply to any person who lays down provisions and make decisions concerning vocational training etc. and on the terms governing such activities.

6. No advertisement may state that persons of a specific sex are wanted or preferred in connection with recruitment or vocational training, etc.

Part 3

Pregnancy, maternity and adoption

7. - (1) A female employee shall be entitled to absence from work due to pregnancy and maternity from the date estimated to be 4 weeks before the birth. After the birth the parents are entitled to absence from work for a total period of 24 weeks of which up to 10 weeks can be taken by the father after the 14th week after the birth. The right to absence may only be used by one parent at a time.

(2) The father of the child shall be entitled to absence for up to 2 weeks after the birth or reception of the child in the home

or - according to an agreement with the employer - within the first 14 weeks after the birth. This right is independent of the right to absence under subsection (1) above.

(3) If the child is hospitalised, the right to absence under subsection (2) may be postponed, cf. section 10 (6).

8. The time during which an employee has been absent under section 7 shall be included in connection with calculation of seniority in the employment relationship. This provision shall not apply to pension questions.

9. An employer may not dismiss an employee for having put forward a claim to use the right to absence or for having been absent under section 7 or for any other reason related to pregnancy, maternity or adoption.

10. - (1) A female employee who uses her right to absence under section 7 (1) shall within 8 weeks after the birth inform her employer of the date on which she intends to resume work.

(2) A male employee who uses his right to absence in connection with the birth or reception of the child in the home under section 7 (2) shall with a notice of 4 weeks inform his employer of the date on which he expects the absence to start and of the duration of the absence.

(3) A male employee who uses his right to absence under section 7 (1) shall not later than 8 weeks after the birth inform the employer of the date for the commencement of the absence and its duration.

(4) If the right to absence after the 14th week after the birth is shared between the parents so that the absence of the female employee falls in several periods, she shall in connection with the notice to the employer under section (1) above inform the employer of the date of commencement and the duration of later absences.

(5) In connection with absence by virtue of section 7 (3) adoptive parents shall, if the duration and time of the leave has not been fixed when the child is received, observe the time limits laid down in subsections (1) to (4).

(6) A female employee who uses the right to absence under section 7 (4) because the child is hospitalised within the first 24 weeks after the birth or reception in the home shall, without undue delay, inform her employer about the hospitalisation. At the same time the male employee shall inform his employer hereof. The parents shall, without undue delay, inform their employers about the date on which the child is received in the home after the hospitalisation. If the child is received before notice has been given under subsections (1) to (4), the time limits shall be extended with the time during which the child has been hospitalised. If not, the notices given shall lapse and new notice given within 2 weeks after the reception.

(7) An employee who uses the right to absence under section 7 (3) because the employee is subrogated to the other parent's entitlement to daily cash benefits shall, without undue delay, inform the employer hereof and of the duration of the absence.

Part 4

Void agreements, etc.

11. - (1) Provisions laid down in agreements and in regulations, etc. of undertakings which are in contravention of sections 2 to 5 shall be void. This shall also apply to rules, etc. governing independent professions.

(2) Provisions in agreements and in the regulations etc. of enterprises which concern more than one employer shall also be void if they allow discrimination on the ground of sex in the fields mentioned in sections 2 to 4. This shall also apply to rules, etc. governing independent professions.

12. No deviation from the provisions laid down in this Act may take place to the detriment of the employee.

Part 5

Exemptions

13. - (1) Where the sex of a person is of decisive importance for the exercise of certain types of professional and educational/-training activities, the Minister under whose competence the activities fall may grant exemptions from the provisions laid down in sections 2 to 6 after having consulted the Minister of Labour and the Equal Status Council.

(2) The Equal Status Council may - after having consulted the Minister under whose competence the matter falls - permit measures which deviate from the provisions laid down in sections 2 to 6 with a view to promoting equal opportunities for men and women, mainly by redressing actual inequalities which have an impact upon the access to employment, vocational training, etc.

(3) A permission under subsection (2) above is conditional upon the approval of the representatives of the social partners in the Equal Status Council.

(4) The Minister of Labour may - at the recommendation of the Equal Status Council and after consultation of the Minister under whose competence the matter falls, decide that measures may be initiated in specific fields with a view to promoting equal opportunities for men and women without permission under subsection (2) above.

Part 6

Compensation, etc.

14. Persons whose rights are violated by non-compliance with sections 2 to 5 may be awarded compensation.

15. - (1) If an employee is dismissed for having put forward a claim for equal treatment under sections 2 to 4, the employer shall pay compensation.

(2) The amount of the compensation under subsection (1) above - which may not exceed 39 months' pay - shall be fixed taking into account the seniority of the employee and other circumstances of the case.

(3) Subsections (1) and (2) shall be similarly applicable where the obligation to observe the principle of equal treatment follows from a collective agreement, but where the collective agreement does not give the person concerned a right to compensation in the case of a dismissal which is not reasonably justified by the conditions of the employee or the undertaking. The claim shall be dealt with under the special procedures set up for settlement of industrial disputes.

16. - (1) If an employee is dismissed in contravention of section 9, the dismissal shall be set aside if a claim to this effect is made, unless it is - in special cases and after a balancing of the parties' interests - considered unreasonable to claim the employment relationship maintained or restored.

(2) If an employee is dismissed in contravention of section 9 and the dismissal is not set aside, the employer shall pay compensation.

(3) The amount of the compensation - which may not exceed 78 weeks' pay - shall be fixed taken into account the seniority of the employee and other circumstances of the case.

(4) If dismissal takes place in connection with pregnancy, maternity or adoption, it shall be incumbent on the employer to prove that the dismissal was not based on these grounds.

Part 7

Miscellaneous provisions

17. The Minister of Labour shall lay down special rules on the maternity leave, etc. of seafarers.

18. - (1) The Equal Status Council may - at its own initiative or at request - investigate matters related to this Act.

(2) Employers and employees as well as their organisations shall at request give the Equal Status Council any information of importance to the activities of the Equal Status Council.

Part 8

Penal sanctions

19. - (1) Violation of sections 2 to 6 and of section 18 (2) shall be punishable by a fine.

(2) If the violation has been committed by a company, a private company, a co-operative society or a similar body, the fine shall be imposed upon the company, etc. as such.

Part 9

Commencement

20. - (1) This Act shall come into operation on 1 May 1989.

(2) The Act on Equal Treatment of Men and Women as regards Employment, etc., cf. Consolidation Act no. 572 of 28 August 1986 and the Act on Maternity Leave, etc., cf. Consolidation Act No. 101 of 6 March 1987 are hereby abolished.

21. This Act shall not extend to the Faroe Islands and to Greenland.

Act No. 268 of 2 May 1990 amending the Act on Equal Treatment of Men and Women as regards Employment and Maternity Leave etc. contains the following provision on commencement:

Section 2

(1) This Act shall come into operation the day after its publication in the Danish Law Gazette and shall be operative as from 2 April 1990.

(2) However, section 2, par. 5 shall not come into operation until at a later date to be fixed by the Minister of Labour,[1]

[1] I.e. section 21 of the Act.

ANNEX III

Consolidation act on equal pay for men and women

Consolidation Act No. 639 of 17 July 1992

Consolidation Act on Equal Pay to Men and Women

This is an Act to consolidate the provisions on Equal Pay to Men and Women, cf. Consolidation Act No. 422 of 15 June 1989 with the amendments following from Act No. 374 of 20 May 1992.

1. - (1) No discrimination on the ground of sex as regards pay may take place in contravention of this Act.

(2) Any employer shall give men and women equal pay, including equal pay conditions, for the same work or work given the same value.

(3) The evaluation of the value of the work shall take place on the basis of a general evaluation of relevant qualifications and other relevant factors.

(4) The provisions laid down in this Act shall not apply to the extent that a corresponding obligation to give equal pay follows from a collective agreement.

2. An employee whose pay is lower than that of others in contravention of section 1 of this Act shall have a claim to the difference.

3. - (1) An employer shall not be allowed to dismiss an employee for having put forward a claim for equal pay, including equal pay conditions.

(2) It is incumbent upon the employer to prove that a dismissal has not been effected in contravention of the rules laid down in subsection (1). However, this shall not apply if the dismissal

/...

takes place more than 1 year after the employee has put forward his claim for equal pay.

(3) A dismissal which has been effected in contravention of the rules laid down in subsection (1) shall be set aside if a claim to this effect is made, unless it is - in special cases and after a balancing of the parties' interests - considered unreasonable to claim the employment relationship maintained or restored. A dismissed employee may instead claim compensation. The compensation may not exceed 78 weeks' pay calculated on the basis of the average earnings of the dismissed employee and shall be fixed with due regard to the employment period of the employee and other circumstances in the particular case.

4. Section 3 shall be similarly applicable to sectors covered by collective agreements under which the employees are entitled to equal pay, including equal pay conditions, but which do not have rules on compensation for a dismissal which is not reasonably justified by circumstances of the employee or the enterprise. The claim shall be dealt with under the special procedures for settling industrial disputes.

5. An employee may not waive his rights under this Act.

5 a. - (1) The Equal Status Council may at its own initiative or at request investigate matters related to this Act.

(2) Employers and employees as well as their organisations shall at request give the Equal Status Council any information of importance to the activities of the Equal Status Council.

(3) The employer shall give any information required in order to make possible an evaluation of whether the provisions of the Act have been complied with. If such information deals with the pay conditions of individual persons, the persons concerned shall be given notice of the fact that such information has been given and that it will be treated confidentially.

/...

6 a. - (1) Violation of Section 5 a (2) shall be punishable by a fine.

(2) If the violation has been committed by a company, a private company, a co-operative society or a similar body, the fine shall be imposed upon the company, etc. as such.

7. The present Act may receive the Royal Assent as soon as it has been adopted.

8. This Act shall come into operation on 9 February 1976 and shall apply to pay relating to the period after the commencement of the Act.

9. This Act shall not extend to the Faroe Islands.

Act No. 374 of 20 May 1972 lays down the following provision on commencement:

Section 3

This Act shall come into operation the day after its publication in the Danish Law Gazette.

ANNEX IV

Act on equality between men and women in connection with the appointment of members to public committees, etc.

Translation of Act No. 157 of 24 April 1985

1. Public committees, commissions etc. set up by a minister to prepare the drafting of rules or the planning of activities vital to the society should have as gender-balanced a composition as possible.

2. Authorities or organisations who are to recommend a member of a committee etc. as mentioned in section 1 shall propose both a man and a women. Where several members are to be recommended, an even number of men and women shall be proposed and, in the case of an uneven number of members, one more candidate of the one sex than of the other. Similar provisions shall apply where under the applicable legislation authorities or organisations shall appoint members. The Minister shall decide which candidate to be appointed.

(2) Under special circumstances, the authority or organisation may deviate from the provision laid down in subsection 1 of this section. In that case, the authority or organisation shall state the reason for such deviation.

3. When setting up a committee etc. as mentioned in section 1, the Minister shall report the planned composition to the Prime Minister's Office before members are appointed.

4. This Act shall become effective on 1 July 1985.

5. This Act shall not apply to the Faroe Islands.

(2) This Act shall not apply to Greenland but may be put into force for Greenland with the deviations dictated by the special conditions prevailing in Greenland.

ANNEX V

Act on equal opportunities for men and women in certain executive board positions in public administration

Translation of Act No. 427 of 13 June 1990

WE, MARGRETHE II, by the Grace of God Queen of Denmark, do hereby make known:
The Folketing has passed and we by Our Assent have affirmed the following Act:

1. (1) Authorities in the public administration governed by an executive board, a representative committee or by a similar collective management shall endeavour to have as balanced a composition of men and women as possible.

(2) Upon consultation with the Prime Minister, the minister concerned may lay down rules to the effect that subsection (1) hereof shall apply also to specific non-profit institutions, partnerships, private limited companies, and public limited companies which are not usually reckoned among authorities in the public administration. However, this shall apply only if the costs and expenditure of the activities of such non-profit institutions are mainly borne by public funds, or if the majority of the company is owned by the state or the company carries out activities according to concession or similar public authorisation.

2. (1) In cases where a board or committee etc. of the authorities and institutions mentioned in Section 1 above is wholly or partly appointed by a minister, those authorities and organisations who recommend a member to the committee shall suggest both a man and a woman. If several members are to be recommended, an equal number of men and women shall be suggested, and, in case of an uneven number, one more of one gender than of the other gender. The minister shall decide who shall be appointed as the member. Similar rules shall apply where authorities or organisations shall appoint members according to rules of law.

(2) Subsection (1) above shall not apply if members of the board are wholly or partly elected by direct voting.

3. Where there are special reasons the authority or the organisation may deviate from the rules under Section 2(1). In such cases, the authority or the organisation shall at the same time state its reason for such deviation.

4. The minister concerned shall report to the Prime Minister's Department every three years on the development within the scope of the ministry thus concerned.

5. (1) This Act shall come into operation as from 1st July, 1990.

(2) The reporting under Section 4 above shall take place for the first time as on 1st January, 1994.

6. This Act does not extend to the Faroe Islands and Greenland.

Given at Christiansborg Palace, this thirteenth day of June One thousand nine hundred and ninety.

Under Our Royal Hand and Seal.

MARGRETHE R.

/...

TABLE 1

(Chapter 2: Women in Public Life)

Elected and politically appointed women and men

	1985			1995		
	Women	Men	Posts	Women	Men	Posts
	___ % ___		no.	___ % ___		no.
EC/EU						
Commissioners	0	100	17	25	75	20
Parliament	40	60	15	43	56	16
Nordic Council						
Danish members	38	62	16	25	75	16
State						
Ministers	24	76	21	35	65	20
Parl. committees	31	69	169	36	64	412
Temporary and permanent councils, commissions and committees	16	84	...	28	72	1740
Chairpersons of these	8	92	...	20	80	148
Board members	24	76	1074	29	71	1418
Counties						
Mayors	0	100	14	21	79	14
Vice-mayors	15	85	26	37	63	27
Municipalities						
Mayors	4	96	281	10	90	281
Vice-mayors	17	83	447	17	83	546
Aldermen	32	68	19	32	68	19

Figures on members of the European Parliament are made up as per June 1984 and 1994. State board members comprise members according to the act on executive board positions in the public administration and are made up as per 1990 and 1994. County figures are from November 1985 and 1993.

TABLE 2

Percentage of women and men in the three public spheres, 1993

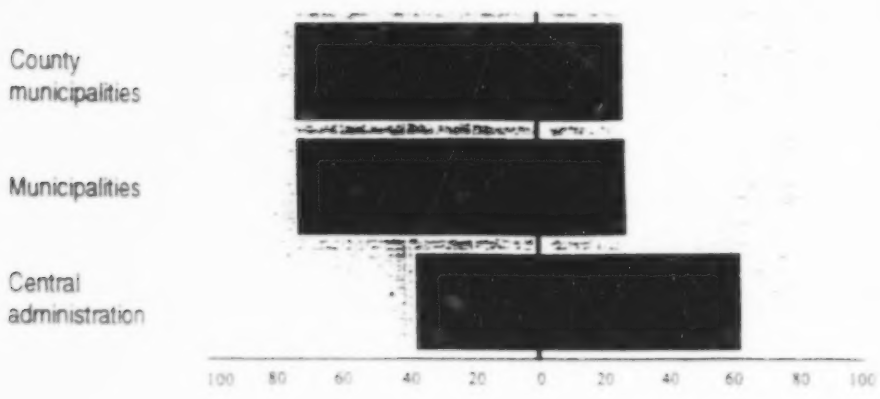

TABLE 3

(Chapter 3: Women and Education)

Total number of students of further education and percentage distribution on women and men

	1981			1994		
	Women	Men	Total	Women	Men	Total
	%		1000	%		1000
Students in total	47	53	311	51	49	389
Higher Secondary in total	57	43	82	57	43	102
Higher Secondary Education (general)	57	43	74	60	40	76
Higher Secondary Education (vocational)	56	44	8	50	50	26
Vocational in total	40	60	117	44	56	119
Basic Vocational Education	58	42	33	47	53	39
Final Vocational Ex.	33	67	84	43	57	81
Advanced courses in total	48	52	112	51	49	167
Short-term advanced courses	73	27	18	52	48	20
Mid-term advanced courses	50	50	37	56	44	63
Long-term advanced courses	39	61	58	47	53	84

TABLE 4

Distribution of women and men in the age group 20-66 years according to highest level of completed education

	1981	1985	1990	1994
Women (in 1000)	**1509**	**1550**	**1579**	**1611**
		%		
Elementary School Level	62	54	48	44
Higher Secondary Education (general)	4	5	6	6
Higher Secondary Education (vocational)	0	1	2	2
Basic Vocational Education	22	25	28	30
Short-term advanced courses	4	5	6	6
Mid-term advanced courses	6	7	8	9
Long-term advanced courses	1	2	2	3
Men (in 1000)	**1517**	**1570**	**1608**	**1648**
		%		
Elementary School Level	49	43	39	37
Higher Secondary Education (general)	4	4	5	5
Higher Secondary Education (vocational)	1	1	2	2
Basic Vocational Education	34	37	39	39
Short-term advanced courses	3	4	4	5
Mid-term advanced courses	5	6	7	7
Long-term advanced courses	4	5	5	6

TABLE 5

Total number and percentage of women and men attending public courses in adult education 1993/94

	Students			Persons		
	Women	Men	Total	Women	Men	Total
	%		1000	%		1000
General Adult Education and Single-subject Courses(Higher Prep Ex)	68	32	234	70	30	95
Adult Education Courses at Vocational Inst.	52	48	113	53	47	80
Of these Bachelors						
- of Commerce	55	45	65	57	43	45
- of Technology	25	75	5	26	74	4
Labour Market Education	33	67	264	34	66	185
Of these Courses for						
- semi-skilled workers	26	74	129	26	74	96
- skilled workers (in service training)	34	66	106	36	64	62
Folk High Schools and the like	7	6	13	6	5	12

The figures comprise all adult education courses except agricultural courses, courses of the social and health sectors and advanced courses.

A student is a woman or man who attends one course. A person might attend more types of courses.

TABLE 6

(Chapter 4 Women and Employment)

Employed persons according to sex and occupation, 1980 and 1994

	1980			1994		
	Women	Men	Total	Women	Men	Total
	1 000 persons					
Total no. of employed	**1121**	**1430**	**2552**	**1189**	**1396**	**2585**
Self-employed	**45**	**237**	**282**	**55**	**179**	**234**
Employers	12	89	101	15	65	81
Assisting spouses	**69**	**0**	**69**	**26**	**1**	**27**
Wage earners in employment	**1008**	**1193**	**2201**	**1108**	**1215**	**2324**
Superior employees	29	164	193	56	179	235
Executive employees	137	162	299	199	176	375
Other employees	392	197	589	419	201	620
Skilled workers	17	271	288	26	262	288
Unskilled workers	296	287	584	257	253	509
Others	138	111	249	152	144	296

TABLE 7

Average personal income according to type of income, sex and age

	No. of persons	Basic income		Transfer payments			Total personal income
		Wages etc.	Trading profits etc.	Subsist. etc.	Early retirem./ pensions	Welfare payments	
	1000	1000 DKK					
Women							
Total	**2179**	**79**	**4**	**9**	**22**	**5**	**120**
15-19 years	162	21	0	0	0	3	25
20-29 years	384	89	1	15	1	14	121
30-39 years	365	132	4	15	3	7	162
40-49 years	386	136	9	10	6	3	166
50-59 years	286	9	10	12	15	2	137
60-64 years	124	35	5	4	59	1	105
65 years and above	472	4	1	0	72	0	78
Men							
Total	**2087**	**128**	**19**	**7**	**21**	**5**	**181**
15-19 years	171	29	0	0	0	2	32
20-29 years	405	123	3	11	2	10	149
30-39 years	382	183	17	10	3	6	221
40-49 years	398	197	35	8	5	4	253
50-59 years	284	169	39	11	12	3	236
60-64 years	115	87	27	4	65	1	187
65 years and above	331	13	9	0	89	0	113

The difference between men's and women's income is most significant for basic incomes as wages etc. where men's income, on an average, is 75 % higher than that of women. The transfer payments to women are a little higher, on an average, than those to men.

/...

TABLE 8

Percentage of children per age group registered in day-care institutions, day-care in private homes and leisure-time arrangements at school

	1975	1980	1985	1990	1994
			%		
Total 0-14 years	15	27	34	35	46
0-2 years	18	42	47	47	50
3-6 years	35	57	70	71	80
7-14 years	5	10	14	15	24

TABLE 9

Distribution of women and men on leave in the first quarter of 1995

	From employment			From unemployment		
	Women %	Men %	Total no.	Women %	Men %	Total no.
Sabbatical leave	66	34	6669	-	-	-
Parental leave	92	8	23636	91	9	25157
Educational leave	75	25	9345	68	32	22426

TABLE 10

(Chapter 5: Other Legal and Social Efforts)

Age group distribution for women and men in 1960, 1995 and 2030 (prognosis)

Women	**1960**	**1995**	**Progn. 2030**
Total 1000 persons	2312	2642	2710
		%	
Total	100	100	100
20-64 years	56	60	56
0-19 years	32	23	22
20-29 years	13	14	12
30-64 years	44	45	44
65 years and above	11	18	22

Men	**1960**	**1995**	**Progn. 2030**
Total 1000 persons	2273	2573	2641
		%	
Total	100	100	100
20-64 years	56	63	59
0-19 years	35	24	24
20-29 years	13	16	13
30-64 years	43	47	46
65 years and above	10	13	17

TABLE 11

Expected remaining life time for women and men at the age of 25 years

	Women	Men
1982-83	53.5	47.9
1984-85	53.5	48.0
1986-87	53.6	48.2
1988-89	53.7	48.3
1990-91	53.7	48.5
1992-93	53.6	48.7

- - - - -